OBU012 – MANAGEMENT AND ORGANIZATIONAL BEHAVIOR
3 Semester Hours

Related TAG: Business

General Course Description
This course examines theories and applications of management and organizational behavior with an emphasis on the interaction among individuals, teams and organizations that impact performance. Students are prepared to succeed in dynamic, diverse organizational environments.

All essential learning outcomes must be met and are noted with an asterisk (*); at least seventy percent of the topics under each learning outcome must be met.

Management Fundamentals
Learning Outcome 1. Demonstrate knowledge of fundamental concepts and principles for managing organizations and employees.*

Topics:
1.1 Why study management?
1.2 Organization strategy as context
1.3 Human and social capital
1.4 Historical perspectives
1.5 Roles of leaders and managers
1.6 Functions of management (Planning, Leading, Organizing, and Controlling)
1.7 Management levels and disciplines
1.8 Management challenges
1.9 Themes across management (such as communication, globalization, diversity, ethics, sustainability)

Groups and Teams
Learning Outcome 2. Demonstrate knowledge of individual and group behavior, as well as the functioning of work teams.*

Topics:
2.1 Advantages and disadvantages of teams
2.2 Team effectiveness
2.3 Groups vs. teams (types of teams and groups)

2.4 Communication
2.5 Stages of team development
2.6 Team development and building
2.7 Team concepts and characteristics
2.8 Team decision-making approaches
2.9 Dynamics and challenges
2.10 Managing conflict

Decision Making and Ethics
Learning Outcome 3. Illustrate an awareness of factors that influence individual and group decision-making processes for managers and organizations.*

Topics:
3.1 Rational decision making models
3.2 Intuitive decision making models
3.3 Evidence-based decisions [HV2]
3.4 Avoiding biases and traps
3.5 Individual decisions
3.6 Group decisions
3.7 Ethical considerations (such as social responsibility, social justice, environmental responsibility, economic performance, and culture)

Motivation and Engagement
Learning Outcome 4. Describe the major theories of motivation and apply them to work situations.*

Topics:
4.1 Intrinsic and extrinsic motivation
4.2 Work motivation
4.3 Needs theories Behavioral approaches
4.4 Process theories
4.5 Engagement models

Structure and Design
Learning Outcome 5. Understand the relationship of organizational structure and design to complement the organization's strategy and its industry.*

Topics:

5.1 Types of structures

5.2 Contingency factors affecting organization design

5.3 Organization design concepts

5.4 Learning organization

Planning Change and Innovation

Learning Outcome 6. Describe the techniques for leading change and innovation.*

Topics:

6.1 Assessment and need for change

6.2 Change models and research

6.3 Change processes and approaches

6.4 Overcoming resistance to change

6.5 Challenges of managing change

6.6 Fostering innovation

Human Resource Management

Learning Outcome 7. Demonstrate knowledge of human capital management practices including talent acquisition, performance management, and talent development.*

Topics:

7.1 Importance of human resources

7.2 Attracting and recruiting human resources

7.3 Techniques for selecting human resources

7.4 Orientation, training and development

7.5 Retaining employees through compensation and benefits

7.6 Performance appraisals

7.7 Contemporary issues in HRM

7.8 Legal issues in HR

7.9 Coaching and employee development

Leadership

Learning Outcome 8. Demonstrate knowledge of leadership theories and the impact leaders have on organizations.*

Topics:

8.1 Leaders versus managers
8.2 Behavioral and traits theories
8.3 Power and politics
8.4 Contingency models
8.5 Contemporary approaches

Organizational Culture

Learning Outcome 9. Demonstrate an understanding of the nature and components of organizational culture, as well as an understanding of how culture can impact individual, group, and organizational performance.*

Topics:
9.1 Typologies of organizational culture
9.2 Communication dynamics and implications
9.3 Levels and functions of culture
9.4 Organizational strategy and values
9.5 Building an ethical culture
9.6 Establishing, changing, and maintaining culture

Individual Differences

Learning Outcome 10. Demonstrate an understanding of the concepts of individual differences, diversity, equity, and inclusion (DEI), and related behavioral issues in the workplace, as well as how they impact organizational performance.*

Topics:
10.1 Personality
10.2 Emotional Intelligence and empathy
10.3 Communication styles
10.4 Perceptual differences, errors, and attributions
10.5 Attitudes, behavior, and performance
10.6 Measurement of employee attitudes
10.7 Diversity, Equity, and Inclusion (DEI)